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MINISTRY OF LABOUR

NOTIFICATION

New Delhi, the 17th July 1951.

S.R.O. 1078.—In exercise of the powers conferred by section 7 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby constitutes an Industrial Tribunal consisting of the following members, for the adjudication of industrial disputes concerning banking companies, namely,

1. Shri H.V. Divatia, retired Judge of the High Court of Judicature, Bombay *Chairman.*
2. Shri M.G. Mehkri, retired Deputy Governor, Reserve Bank of India, Bombay *Member.*
3. Dr. B.N. Ganguli, University of Delhi *Member.*

[No. LR 92(17)/I.]

ORDER

New Delhi, the 17th July 1951

S.R.O. 1079.—Whereas an industrial dispute exists between the employers in relation to the banking companies specified in Schedule I annexed to this Order and the workmen employed by them in their offices and branches in Part A States and in the States of Delhi, Ajmer, Coorg and the Andaman and Nicobar Islands in respect of the matters specified in Schedule II annexed to this Order ;

And whereas the Central Government considers it desirable to refer the dispute for adjudication ;

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10, of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby refers the said dispute for adjudication to the Industrial Tribunal constituted under Section 7 of the said Act by the Notification of the Government of India in the Ministry of Labour No. LR 92(17)/I, dated the 17th July 1951.

SCHEDULE I

LIST OF SCHEDULED BANKS HAVING BRANCHES IN MORE THAN ONE

STATE

GROUP A

(i) Banks having deposits of over Rs. 50 crores.

Name of Bank	Address
1. Bank of India Ltd.	Mahatma Gandhi Road, Fort, Bombay.
2. Central Bank of India Ltd.	Esplanade Road, Fort, Bombay.
3. Habib Bank Ltd.	Dada Manzil, Mahomedali Road, Bombay.
4. Imperial Bank of India	3, Strand Road, Calcutta.
5. Punjab National Bank Ltd.	8, Under Hill Road, Civil Lines, Delhi.

(ii) Exchange Banks.

1. American Express Co. Inc.	Oriental Building, 364 Hornby Road, Bombay-1.
2. Bank of China	13, Old Court House Street, Calcutta.
3. Chartered Bank of India Australia and China	4, Netaji Subhas Road, Calcutta.
4. Comptoir National D'Escompte de Paris	Bombay House, Bruce Street, Bombay-1.
5. Eastern Bank Ltd.	14, Netaji Subhas Road, Calcutta.
6. Grindlay's Bank Ltd.	Mint Road, Bombay.
7. Hongkong and Shanghai Banking Corporation.	31, Dalhousie Square, Calcutta.
8. Lloyds Bank Ltd.	29, Netaji Subhas Road, Calcutta.
9. Mercantile Bank of India Ltd.	Bombay.
10. National Bank of India Ltd.	19, Netaji Subhas Road, Calcutta.
11. National City Bank of New York	293, Hornby Road, Fort, Bombay.
12. National Handiesbank N.V.	Royal Exchange Place (East), Calcutta.
13. Netherlands Trading Society Ltd.	28, Pollack Street, Calcutta.

GROUP B

Other Scheduled Banks having deposits between Rs. 15 and Rs. 50 crores.

1. Allahabad Bank Ltd.	6, Royal Exchange Place, Calcutta.
2. Bank of Baroda Ltd.	Baroda.
3. Hyderabad State Bank	Hyderabad (Deccan).
4. Indian Bank Ltd.	Indian Bank Buildings, Madras.
5. United Bank of India Ltd.	4, Oliveghat Street, Calcutta.
6. United Commercial Bank Ltd.	6-D, Lindsay Street, Calcutta.

GROUP C

Other Scheduled Banks

1. Bank of Bihar Ltd.	Patna.
2. Bank of Bikaner Ltd.	Ganga Niwas, Public Park, Bikaner.
3. Bank of Indore Ltd.	1, Prince Yeshwant Road, Indore City.
4. Bank of Jaipur Ltd.	Tripolia Bazar, Jaipur City.
5. Bank of Maharashtra Ltd.	Laxmi Road, Poona City.
6. Bank of Mysore Ltd.	Avenue Road, Bangalore.
7. Bank of Rajasthan Ltd.	Udaipur (Rajasthan).
8. Bharatha Laxmi Bank Ltd.	Masulipatam (Madras).
9. Canara Bank Ltd.	Lighthouse Hill, Mangalore.
10. Canara Banking Corporation Ltd.	Udipi (South Canara).
11. Canara Industrial and Banking Syndicate Ltd.	Udipi (South Canara).
12. Devkaran Nanjee Banking Company Ltd.	Devkaran Nanjee Buildings, Elphinstone Circle, Fort, Bombay.
13. Gadodia Bank Ltd.	235, Kalbadevi Road, Bombay-2.
14. Hind Bank Ltd.	9, Royal Exchange Place, Calcutta.

Name of Bank	Address
15. Hindustan Commercial Bank Ltd.	Kanodia Commercial Building, Birhana Road, Kanpur.
16. Hindusthan Mercantile Bank Ltd.	10 Clive Row, Calcutta.
17. Indian Overseas Bank Ltd.	United India Life Building, Replanado, Madras.
18. Indo-Mercantile Bank Ltd.	Mattancherry (Cochin).
19. Jodhpur Commercial Bank Ltd.	Jalori Gate, Jodhpur.
20. Laxmi Bank Ltd.	Akola (Madhya Pradesh).
21. Mercantile Bank of Hyderabad Ltd.	552, Sultan Bazar, Hyderabad (Deccan).
22. Narang Bank of India Ltd.	Amritsar.
23. National Bank of Lahore Ltd.	31, Rajpur Road, Delhi.
24. National Savings Bank Ltd.	43-45, Apollo Street, Fort, Bombay.
25. Nedungadi Bank Ltd.	Kozhikode (Madras).
26. New Citizen Bank of India Ltd.	16, Apollo Street, Fort, Bombay.
27. Oriental Bank of Commerce Ltd.	Delhi.
28. Palai Central Bank Ltd.	Palai (Travancore-Cochin).
29. Pandyan Bank Ltd.	Tirumangalam (Mathurai District).
30. Punjab & Sind Bank Ltd.	45, Lytton Road, Dehra Dun.
31. Punjab Cooperative Bank Ltd.	Amritsar.
32. South Indian Bank Ltd.	Trichur.
33. Travancore Bank Ltd.	Trivandrum (Travancore-Cochin).
34. Travancore Forward Bank Ltd.	Kottayam.
35. Union Bank of India Ltd.	62-68, Apollo Street, Fort, Bombay.
36. United Industrial Bank Ltd.	7, Wellesley Place, Calcutta.
37. Vysya Bank Ltd.	467, Sri Krishnarajendra Road, Bangalore City.

Banks working under schemes of arrangement.

38. Bank of Assam Ltd.	Shillong (Assam).
39. Lakshmi Commercial Bank Ltd.	Delhi.
40. Mahaluxmi Bank Ltd.	15, Clive Street, Calcutta.
41. New Bank of India Ltd.	Khoti Ahata, Amritsar.
42. Prabhat Bank Ltd.	719, Chandni Chowk, Delhi.
43. Traders' Bank Ltd.	13, Rajpur Road, Delhi.
44. Tripura Modern Bank Ltd.	102/1 Netaji Subhas Road, Calcutta.

GROUP D

Banks which have suspended payments, or are granted moratorium or are prohibited from accepting fresh deposits.

1. Calcutta National Bank Ltd.	P-2 Mission Road, Extension, Calcutta. (Under Moratorium)
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List of Non-Scheduled Banks having Offices in more than one State.

GROUP A.

Banks working normally.

1. Agricultural & Industrial Bank Ltd.	Shri Nivas, West Coast Road, Coondapur.
2. All India Bank Ltd.	58, Netaji Subhas Road, Calcutta.
3. Ambat Bank Ltd.	Chittur, Cochin.
4. Bengal Express Bank Ltd.	97, Olive Street, Calcutta.
5. Bharat National Bank Ltd.	Chakradharpur, Bihar.
6. Bishnupur Bank Ltd.	Bishnupur, Dist. Bankura, (West Bengal).
7. Catholic Bank of India Ltd.	Changanacherry (Travancore-Cochin).
8. Catholic Syrian Bank Ltd.	Trichur (Travancore-Cochin).
9. Central Mercantile Bank Ltd.	Monghyr, Bihar.
10. Chaldean Syrian Bank Ltd.	The Round, Trichur, (Travancore-Cochin).
11. Cochin Commercial Bank Ltd.	Cochin (Travancore-Cochin).
12. Cochin Nayar Bank Ltd.	Trichur (Travancore-Cochin).
13. Cochin National Bank Ltd.	Trichur (Travancore-Cochin).
14. Cochin Union Bank Ltd.	Trichur (Travancore-Cochin).
15. Comilla Commercial Bank Ltd.	3, Commercial Building, Calcutta
16. Depositors Bank Ltd.	Jullundur Cantt.
17. Dhawalakshmi Bank Ltd.	Trichur (Travancore-Cochin).
18. East Bengal Bank Ltd.	176, Cross Street, Calcutta.
19. G. Raghunathmaji Bank Ltd.	Abid Road, Hyderabad (Dn.).

Name of Bank	Address
20. Hindu Bank Karur Ltd.	67, New Kutehery Street. KARUR (Dist. Tiruchirappalli).
21. Indian Insurance and Banking Corporation Ltd.	Trichur (Travancore-Cochin).
22. Indian Relief Bank Ltd.	1/99, Godown Street, G.T., Madras.
23. India's Ideal Banking Corporation Ltd.	No. 1, Central Street, Bangalore Cantt.
24. Jayalakshmi Bank Ltd.	Old Court Road, Mangalore.
25. Janjira Bank Ltd.	Bazar Road, Janjira Murud, Dist. Colabat. (Bombay).
26. Karnataka Bank Ltd.	Dongerkeri Street, Mangalore.
27. Maharashtra Apex Bank Ltd.	Ramjaneya Building, Koladapet, Udipi (South Kanara).
28. Malabar Bank Ltd.	Trichur (Travancore-Cochin).
29. Melarkode Bank Ltd.	Sultanpet, Palghat (Madras).
30. Mannar Bank Ltd.	Mannar (Travancore-Cochin).
31. Model Bank of India Ltd.	Rash Behari Avenue, Calcutta.
32. Morvi Mercantile Bank Ltd.	Morvi (Saurashtra).
33. National Central Bank Ltd.	10, Canning Street, Calcutta.
34. National City Bank Ltd.	Jullundur City, (East Punjab).
35. Orient Bank of India Ltd.	135, Clive Street, Calcutta.
36. Prabhakara Bank Ltd.	Moodabidri, South Kanara (Madras).
37. Sakti Bank Ltd.	156, Cross Street, Calcutta.
38. Safe Bank Ltd.	Itwari, Nagpur City.
39. Salem Bank Ltd.	Bazar Street, Salem.
40. Sind National Bank Ltd.	P.O. Box 59, Ajmer.
41. Thomeos Bank Ltd.	Beach Road, Alleppy (Travancore-Cochin).
42. Tripura State Bank Ltd.	Agartala (Tripura State).
43. United Central Bank Ltd.	10, Old Post Office Street, Calcutta.
44. Union Bank of Bengal Ltd.	8, Clive Street, Calcutta.
45. United Bank of Travancore Ltd.	Palai (Travancore-Cochin).
46. Vijaya Bank Ltd.	Kadri Road, Mangalore (South Kanara).

GROUP B

Banks which are working under schemes of arrangement etc.

Name of Bank	Address	Remarks
1. Associated Bank of India Ltd.	5 & 6 Hare Street, Calcutta	Working under a scheme of arrangement.
2. Bengal Union Bank Ltd.	178, Upper Circular Road, Calcutta.	Ditto.
3. Dacca Bank Ltd.	14, Netaji Subhas Road, Calcutta.	Ditto.
4. First National Bank Ltd.	Cheura Bazar, Ludhiana	Ditto.
5. Gauhati Bank Ltd.	Gauhati (Assam).	Ditto.
6. Punjab & Kashmir Bank Ltd.	Jullundur City	Ditto.
7. Radiant Bank Ltd.	Clive Street, Calcutta	Ditto.
8. Sahukara Bank Ltd.	Ludhiana, Punjab	Ditto.
9. Shillong Banking Corporation Ltd.	Jail Road, Shillong (Assam)	Ditto.
10. Simla Banking and Industrial Co. Ltd.	No. 1, Bank Building, The Mall, Simla.	Ditto.
11. Inland Bank Ltd.	13, David Joseph Lane, Calcutta	Action under section 247 of the Indian Companies Act being taken.
12. Overland Bank Ltd.	6, Clive Street, Calcutta	Ditto.
13. Provincial Union Bank Ltd.	6, Netaji Subhas Road, Calcutta	Ditto.
14. Public National Bank Ltd.	78, Clive Street, Calcutta	Ditto.
15. Bank of Industries Ltd.	28, Strand Road, Calcutta	Present position not known.
16. Bengal Oriental Bank Ltd.	Comilla, East Pakistan	Ditto.
17. Loyal Bank Ltd.	Chandpur, East Pakistan	Ditto.
18. Standard Bank Ltd.	Sylhet	Ditto.
19. Sunrise Bank Ltd.	Comilla, East Pakistan	Ditto.
20. Surma Valley Bank Ltd.	Sylhet	Ditto.
21. Sonapur Bank Ltd.	Calcutta	Ditto.
22. R. B. Kidar Nath & Sons Bank Ltd.	Perry's Hotel, Ambala Cantt.	Ditto.

SCHEDULE II

1. Scales of pay, including :—

- (a) whether the remuneration of employees and their periodical increment should be correlated to their efficiency and attendance, and
- (b) whether, if basic scales are recommended, such scales of pay of particular categories should be uniform all over India and whether the difference in the cost of living of the various centres should be adjusted by the grant of compensatory allowances.

2. Dearness allowance to staff as well as pensioners. Can a portion of the dearness allowance be transferred to, and absorbed in, the basic wage ? In particular can this be done in the case of banks in the United Provinces in respect of the allowance payable at the commencement of Shri B. B. Singh's award ?

3. House rent allowance. If this allowance is payable, should it be paid to all employees falling under the category of workmen ?

4. Other allowances (other than travelling allowance, conveyance allowance and halting allowance) payable, for example, education or children's allowance, washing allowance, hill allowance, fuel allowance, grain allowance, Poona Cantonment allowance, officiating allowance, scarcity allowance, border allowance, local allowance and six-monthly accounting allowance.

5. Bonus, including the qualifications for eligibility and method of payment.

6. Whether income and professional taxes payable by employees should be paid on their behalf by banks ?

7. Subsistence allowance during periods of suspension.

8. Right to existing terms of service where they are more liberal than those of the awards of this tribunal.

9. Should banks be classified into different categories for the purposes of this adjudication and if so, on what lines ?

10. Categories of employees to whom the award of the Tribunal is applicable.

11. In what manner and to what extent do the decisions of the Tribunal require modification in the case of employees of banks under moratorium.

12. Rules for fitting the existing staff into the revised scales of pay.

13. Provident fund, including the rate of contribution and the rate of interest.

14. Gratuity, including whether it should be compulsory or *ex-gratia*. Does the scheme recommended by Shri B. B. Singh for the United Provinces in his award need revision ?

15. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or Gratuity Schemes.

16. Guarantee Fund.

17. Insurance against old age, sickness, death or injury from accident in the course of the discharge of duties.

18. Leave Rules.

19. Hours of work and overtime.

20. Medical aid and expenses.

21. Cash deposits, fidelity bonds and other securities to be furnished by staff including the questions :—

- (a) whether failure to furnish such security should operate as a ban on confirmation, and

(b) whether the scheme of security and guarantee introduced by the Punjab National Bank Ltd. is suitable.

22. Recognition of the All India Bank Employees' Association and/or its constituent units.

23. Method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.

24. Retrenchment and victimisation cases dealt with by the All India Industrial Tribunal (Bank Disputes) except such cases as are at present pending in appeal before the Supreme Court.

25. Payment to workers reinstated under item 24 and also to those whose services are dispensed with but are not reinstated.

26. Utilisation of proceeds from fines.

27. Whether head cashiers or treasurers' representatives or any employees who perform their functions are to be treated as Department Incharges.

28. Waiving of age restrictions for promotion to supervisory grades.

29. Policy regarding transfer of employees.

30. Travelling allowance, conveyance allowance, halting allowance and joining time on transfer.

31. Whether cash compensation is payable to employees of branches situated in Pakistan who have had to come away to India and have not been employed in the branches in India.

32. Should bank pensioners be entitled to accept employment after retirement with or without the permission of the banks from which they draw their pensions ?

33. Absorption of Bharat Bank Employees in the Punjab National Bank Ltd. and their service conditions.

34. Rules regarding promotions.

35. Works Committees. Should they be established or not ?

36. Standing orders regulating the conditions of service of bank employees and the procedure in making amendments to them.

NOTE.—This list is *not* intended to be exhaustive.

[No. L.R.-92 (17)/II.]

NOTIFICATION

New Delhi, the 17th July 1951

S.R.O. 1080.—In exercise of the powers conferred by section 5 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby cancels the order of the Government of India in the Ministry of Labour S.R.O. 760, dated the 22nd May, 1951 constituting a Board of Conciliation for promoting a settlement of the industrial dispute in banking companies.

[No. L.R. 92 (17)/III.]

V. K. R. MENON, Secy.